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# 1B4 & 1D7 Career Field Update

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29 August 2023

Montgomery, Alabama

# WELCOME

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**Col Joy Kaczor**

**Director, Cyberspace Operations &  
Warfighter Communications  
AF A2/6**

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# Agenda

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- 1B4 CFM Update
- 1D7 CFM Update
- Q&A

## Functional Leadership

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**Functional Authority (FA)**  
**Lt Gen Leah G. Lauderback**

Deputy Chief of Staff for Intelligence,  
Surveillance, Reconnaissance (ISR) and  
Cyber Effects Operations (CEO)  
Headquarters U.S. Air Force



**Functional Manager (FM) &  
Developmental Team (DT) Chair**  
**Col Joy M. Kaczor**

Director, Cyber Operations & Warfighting  
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**AF Career Field Manager**  
**CMSgt Joseph R. Ippolito**

1BXXX Career Field Manager  
Headquarters U.S. Air Force



**AF Career Field Manager**  
**CMSgt Victor Cordero Jr.**

1DXXX Career Field Manager  
Headquarters U.S. Air Force



# 1B4 Career Field Management Team

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# 1B4 MAJCOM Functional Managers

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# Successes & Opportunities

The 1B Air Force Career Field Manager has taken large strides to build out 3 major lines of effort: Recruit, Train, Retain. Holistically, these efforts will enable stronger, more agile cyberspace operators to dive into contested spaces to help defend, and hold at risk, our Nation's adversaries.

## LOE 1 - RECRUIT

- Accepting NPS Airmen straight from BMT [FY23-31, FY24-80, FY25-100, FY26-125]
- Enlistment Incentives [6 year enlistees projected to receive \$10K Initial Enlistment Bonus in FY24]
- Established 1B4 Diversity and Inclusion Team to enable Barrier Analysis Working Group efforts

## LOE 2 - TRAIN

- Revamping Initial Skills Training to leverage industry to deliver T10/T50-ready operators
- Administering AFCAAT to every student moving through the schoolhouse
- Engineered SEI data strategy to capture CMF & DCWF work roles and proficiencies

## LOE 3 - RETAIN

- Establish Cyber Assignment Incentive Pay to align CMF work roles and proficiency levels
- Special Duty Assignment Pay (SDAP) increasing to SD-6 (\$450/month) for all skill levels for FY24
- Selective Reenlistment Bonus (SRB) among highest in the AF [Zones: A-5, B-4.5, C-4, E-3]
- First-ever 1B4 E7 EDT was held in FY23
- First 1B4-only voting members during 2023 STRT
- Misc... EWI Internship Changes, CDCP, CNODP



*“Enhancing diversity, equality and inclusion is a priority. USCYBERCOM and NSA cannot afford to overlook or neglect talent wherever it resides nor can we allow workplace challenges of any sort to discourage professionalism or inhibit creativity.”*

General Paul Nakasone  
March 7, 2023



# Current Initiatives

## LOE 1 - RECRUIT

- Focus on Branding & Marketing of Cyber Operations
- AFECD Update to reflect changes needed in the field
- Retraining Onboarding/"DEP" Program to streamline process and maximize seat allocations

## LOE 2 - TRAIN

- Updates to the CFETP published by the end of this CY [Last update 2018]
- Investigate supplemental and advanced training needs of the field

## LOE 3 - RETAIN

- Optimize Assignment & Talent Management opportunities (NROPP-like policy)
- Pushing Technical Track discussions forward
- Investigate additional incentive opportunities...(i.e. Cyber Pay within Title 37 of US Code)



*"As we get ready for China, we better be able to fight and dominate..."*

Honorable John Sherman  
March 9, 2023



# Trident Spectre

18-29 July 2022

**BLUF:** 2 week NSW event showcasing current efforts through air, ground, and maritime based demonstrations IOT foster collaboration among the SOF and industry communities. AFSOC operators successfully employed the ECC in three LOEs that utilized different mounting solutions, antennas, and TTPs to achieve a common set of effects.

## LOE 1: ECC Multi-Card Validation

**Task:** Validate simultaneous use of 3 ECC-afforded capabilities.

**Result:** Operators achieved desired effects with parallel utilization of WiFi, Bluetooth, and cellular cards in parallel.



Sharkcage/ECC

Mission Manager

## LOE 2: LANS Shark/UAS Integration

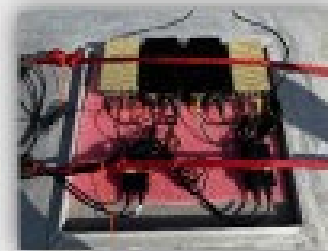
**Task:** Deliver multi-domain cyber effects to a land based target utilizing an ALTIUS 600 SUAS equipped with a LANS Shark Card and launched from the deck of a ship.

**Result:** AFSOC operators achieved desired cyber effects on target while operating the LANS Shark via tactical datalink.

## LOE 3: Long-Range Maritime Cyber

**Task:** Achieve non-kinetic effects from ship-to-shore utilizing freedom of maneuver in international waters.

**Result:** AFSOC and NSW operators achieved effects on target from an unprecedented distance of 14.4NM in rough waters.



# DAFITC 2023 1D7 Career Field Update



# 1D7 Career Field Management Team



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**Strategic Initiatives**  
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# 1D7 MAJCOM Functional Managers



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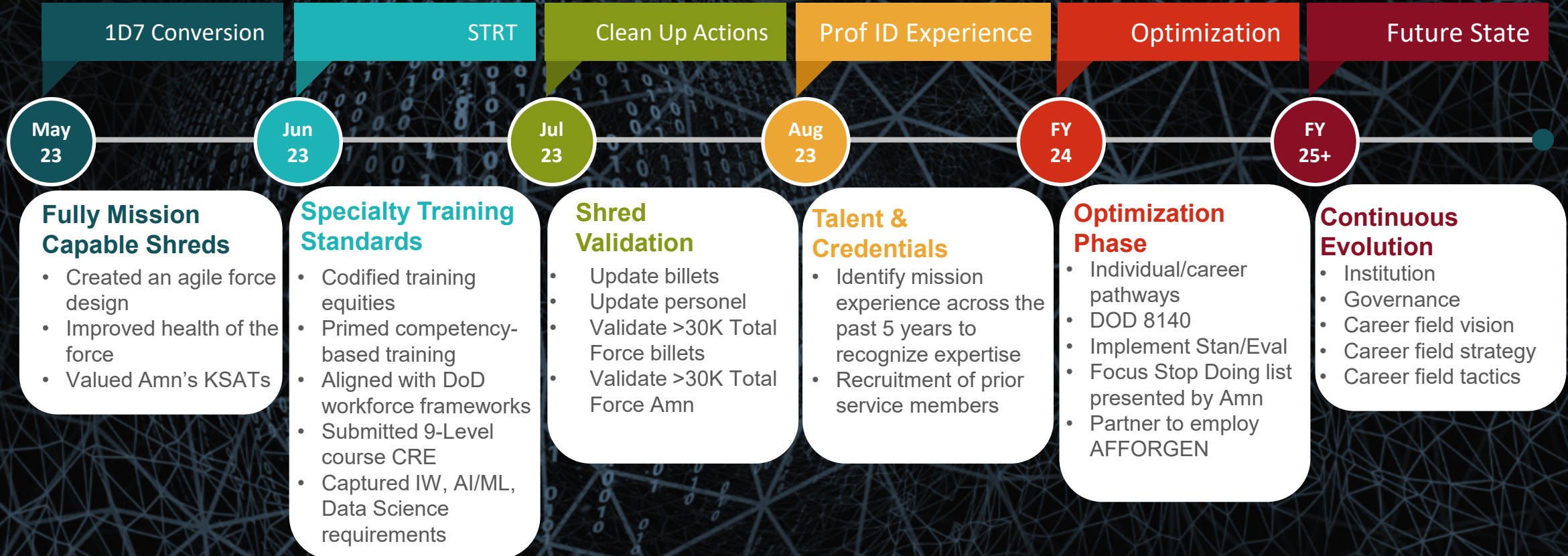
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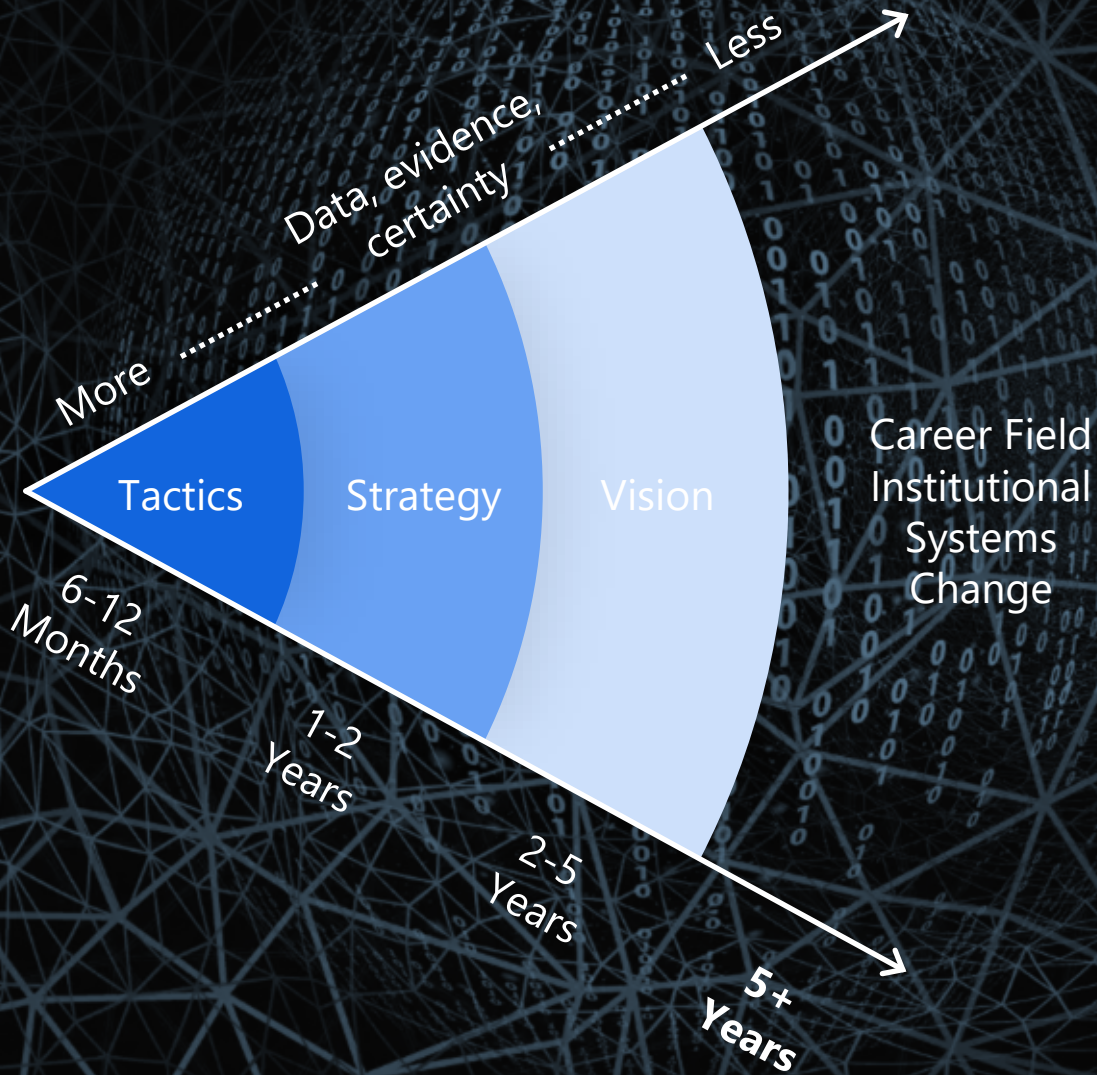
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# 1D7 Force Design Way Ahead



# Institutional Initiatives



## **Update Functional Account Codes**

Move 1D7 under the 46 Series FAC

## **Cyber Campus**

- Establish training ecosystem
- Apply continuum of development utilizing academia models

## **Advanced Tech Track**

- Promote and recognize the value of tactical and special experiences

## **Amn Development**

- Mission needs
- Proficiency levels
- Incentives

# Career Field Snapshot

## SUCCESSSES

- Transition from 3-series AFS to 1-series (3D to 1D7)
- Cyberworx futures study
- Cyber Chief summit
- Redesignation from 9 specialties to 4 mission capability shreds
- **1D7 SEL summit (500+ attendees)**
- **SRBs with special experience identifiers (AF first)**
- **Addition of SRBs for SMSgt programmers (AFS first)**
- On track to meet FY23 retraining quotas
- Met FY23 accessions goal for 4 shreds
- Learning program managers move to AFCDA
- Retirement points earned by ARC
- Agile 1D7 CMSgt Priority Plan



## CHALLENGES

- Modernized & modularized training (cyber campus concept)
- Talent management ecosystem (tools are silos of data)
- Integrated platform to manage the force (prsnl/edu/talent management)
- Set policies & procedures (limits talent management)
- Accessions challenges for programmers

## CURRENT & FUTURE INITIATIVES

- **Advanced Technical track RAND study**
- Technical training update (largest update in 13 years)
- Specialty training requirements team
- Advanced course modularization & update
- **Occupational competency model CFETP**
- 8140 cyber work role & DCWF work groupings
- **Career pathways between 4 shreds**
- **Building CCAF requirements for 1D7 AFSC**
- 379 AEW MOB transition OPT
- 318 COG & 81 TRW summit
- By-law program working group
- Information warfare working group
- 1C8 & 1D7 working group
- Standards & evaluations working group
- Digital SKT development begins FY24
- AFMAA manpower study
- **Cyber Direct Commissioning**



# 1D7 Resources

**1D7 CFM Facebook:** <https://www.facebook.com/Air-Force-3DXXX-Career-Field-Management-Team-100956772287668/>

**1D7 Airmen milSuite:** <https://www.milsuite.mil/book/groups/cyber-airman-crosstalk-forum>

**1D7 SMSgt milSuite:** <https://www.milsuite.mil/book/groups/3d190-smsgt-forum-private>

**1D7 CMSgt milSuite:** <https://www.milsuite.mil/book/groups/3dxxx-cmsgt-forum-private>

**MS Teams "Enlisted Cyber Career Fields":** Join Code - o3hvgd

# QUESTIONS?

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